

# EXHIBIT F



your wealth

# 2020 U.S. payroll exempt salary structure

## pay scale groups (PSGs) 17 – 30

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Effective April 1, 2020

PSG	Guiding minimum	2020 competitive objective	Guiding maximum	CIP individual opportunity range
30	\$357,000	<b>\$446,000</b>	\$535,000	45% - 75%
29	\$310,000	<b>\$388,000</b>	\$466,000	38% - 63%
28	\$270,000	<b>\$337,000</b>	\$404,000	30% - 50%
27	\$235,800	<b>\$294,700</b>	\$353,600	27% - 44%
26	\$205,600	<b>\$257,000</b>	\$308,400	23% - 38%
25	\$178,500	<b>\$223,100</b>	\$267,700	19% - 32%
24	\$155,000	<b>\$193,700</b>	\$232,400	15% - 25%
23	\$134,100	<b>\$167,600</b>	\$201,100	12% - 20%
22	\$116,400	<b>\$145,500</b>	\$174,600	11% - 18%
21	\$101,200	<b>\$126,500</b>	\$151,800	10% - 16%
20	\$88,200	<b>\$110,200</b>	\$132,200	9% - 15%
19	\$77,000	<b>\$96,300</b>	\$115,600	8% - 13%
18	\$67,300	<b>\$84,100</b>	\$100,900	7% - 12%
17	\$58,900	<b>\$73,600</b>	\$88,300	6% - 10%



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# 2019 U.S. payroll exempt salary structure

## pay scale groups (PSGs) 17 – 30

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Effective April 1, 2019

PSG	Guiding minimum	2019 competitive objective	Guiding maximum	CIP targets
30	\$ 347,000	\$ 434,000	\$ 521,000	60%
29	\$ 302,000	\$ 377,000	\$ 452,000	50%
28	\$ 262,000	\$ 328,000	\$ 394,000	40%
27	\$ 229,400	\$ 286,700	\$ 344,000	35%
26	\$ 200,000	\$ 250,000	\$ 300,000	30%
25	\$ 173,300	\$ 216,600	\$ 259,900	25%
24	\$ 150,500	\$ 188,100	\$ 225,700	20%
23	\$ 130,200	\$ 162,700	\$ 195,200	16%
22	\$ 113,000	\$ 141,300	\$ 169,600	14%
21	\$ 98,100	\$ 122,600	\$ 147,100	12%
20	\$ 85,400	\$ 106,800	\$ 128,200	11%
19	\$ 74,600	\$ 93,300	\$ 112,000	10%
18	\$ 65,200	\$ 81,500	\$ 97,800	9%
17	\$ 57,000	\$ 71,300	\$ 85,600	8%

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your wealth

# 2021 U.S. payroll exempt salary structure

pay scale groups (PSGs) 17-30

Effective March 1, 2021

PSG	Guiding minimum	2020 Midpoint	Guiding maximum	CIP bonus range
30	\$359,300	\$449,100	\$538,900	45% - 75%
29	\$312,600	\$390,700	\$468,800	38% - 63%
28	\$271,800	\$339,700	\$407,600	30% - 50%
27	\$237,700	\$297,100	\$356,500	27% - 44%
26	\$207,300	\$259,100	\$310,900	23% - 38%
25	\$180,200	\$225,300	\$270,400	19% - 32%
24	\$156,500	\$195,600	\$234,700	15% - 25%
23	\$135,400	\$169,300	\$203,200	12% - 20%
22	\$117,600	\$147,000	\$176,400	11% - 18%
21	\$102,400	\$128,000	\$153,600	10% - 16%
20	\$89,200	\$111,500	\$133,800	9% - 15%
19	\$78,000	\$97,500	\$117,000	8% - 13%
18	\$68,100	\$85,100	\$102,100	7% - 12%
17	\$59,600	\$74,500	\$89,400	6% - 10%